



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 01/04/2020 **Period start date** **To** 31/03/2021 **Period end date**

Charity name: Proud Professional Parents (The P3 Network)

Charity registration number: 1178137

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	To represent non-traditional and under-represented families (both LGBT and non-). The support is offered throughout the life cycle of a family - from options to creating a family, to discussions with employers on inclusive leave policies, return to work mentoring, and school engagement.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	Panel discussions, facilitating training, company policy reviews and commentary, preparing of information sheets.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	Yes, regard has been had to the guidance issued by the Commission.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	N/A
Policy on social investment including program related investment	Para 1.38	N/A

Contribution made by volunteers	Para 1.38	No cash contribution or any items akin to cash. Only volunteer time. Every member that helps drive the work of the charity does so by way of volunteering.
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	The charity has led with some groundbreaking first of its kind support for the community. This has included (i) the production of a video campaign to tackle the stigma of parenting with HIV; (ii) the production of publicly available resources for those who are HIV+ and looking to start a family; (iii) training for GPs and publication in medical journals on options for those living with HIV (with all of the above endorsed by the NHS and the British HIV Association); and (iv) the first of its kind discussion for women addressing the stigma of miscarriage and infertility. The charity has also increased the number of organisations to whose staff it provides support, quite substantially.

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	While this is met and the charity has achieved the objective of furthering the support required for the community this financial period saw a reduced volume of activity given the discussion around LGBT+ families is becoming more common and therefore we have helped achieve success given we are less required.
Performance of fundraising activities against objectives set	Para 1.41	Met as charity has more than enough funds to manage any outgoings.
Investment performance against objectives	Para 1.41	n/a

Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Sound with funds in surplus of any financial requirements/obligations.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	There are no projected or outstanding liabilities and therefore no reserves are required.
Amount of reserves held	Para 1.22	n/a
Reasons for holding zero reserves	Para 1.22	There are no projected or outstanding liabilities and therefore no reserves are required.
Details of fund materially in deficit	Para 1.24	none
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	none

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Speaker fees
Investment policy and objectives including any social investment policy adopted	Para 1.46	n/a
A description of the principal risks facing the charity	Para 1.46	As the topic of LGBT+ families is becoming more mainstream and common, more organisations have their own people internally to discuss their journey and so there are less needs for our specialised advice and speaking engagements.
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	CIO Association
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees appointed for two or three year term by the board, with support of the leadership committee.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	Existing training materials are available that were prepared and provided by law firms (on a pro bono basis) for trustees
The charity's organisational structure and any wider network with which the charity works	Para 1.51	The charity looks to partner with other diversity charities to ensure maximum impact for the community.
Relationship with any related parties	Para 1.51	None.
Other		

Reference and Administrative details

Charity name	PROUD PROFESSIONAL PARENTS
Other name the charity uses	THE P3 NETWORK
Registered charity number	1178137

Charity's principal address	17 Richmond Road, London E8 3BF

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	T BOROK	Chief Exec		
2	R WESTOBY	Trustee		
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Corporate trustees - names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
n/a		

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	NONE
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Legal	Jones Day LLP	Legal Jones Day LLP 21 Tudor Street, London EC4Y 0DJ

Name of chief executive or names of senior staff members (Optional information)

T Borok (CEO); M Newton (COO)

Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

Other optional information

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

MICHAEL NEWTON

Full name(s)

Michael Newton

**Position (eg
Secretary, Chair, etc)**

COO

Date

31/01/2022